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**ABSTRACT**

Average salary increases for 3,116 faculty in the field of philosophy and religion are reported for 1983-1984 and 1986-1987, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 120,580 faculty at 167 public colleges and 235 private colleges, representing 44 academic disciplines. In 1983, 91 public colleges and 201 private colleges reported on salaries of faculty in philosophy and religion, while 108 public and 208 private colleges reported in 1986. Between 1983 and 1986, average salaries of faculty in this field increased 23.4% at public colleges and 17.3% at private colleges. For 1986-1987 the average salary for faculty in religion and philosophy was about 2% above the average faculty salary in the other 43 fields for public colleges, while it was 2% below the average for other disciplines at private colleges. Included is information on: the number of faculty by academic rank, including new assistant professors; salaries by academic rank; the ratio of average salaries to total salaries of all institutions in both years; comparisons with the Consumer Price Index of changes in cost-of-living for both years; and comparisons with 43 other disciplines. The disciplines and participating institutions are listed. (SW)

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SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION

FOR THE YEARS

1983-84 AND 1986-87

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TO THE EDUCATIONAL RESOURCES  
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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1986-87. Each year two separate studies are conducted, one for public senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 44 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1981. The definition of the discipline/major field of philosophy and religion in the CIP is as follows:

A summary of groups of instructional programs that describe the critical examination of the categories for describing reality, the nature and contexts of human experience, the methodology of rational inquiry and criteria of practice (Philosophy); and the investigation of organized forms, beliefs, and practices related to eternal principles or transcendent spiritual entities (Religion).

This article presents a summary of the overall average salary increases in the discipline/major field of philosophy and religion from the "baseline year" of 1983-84 to and including the "trend year" of 1986-87 for both public and private institutions. Of the 215 institutions which participated in CUPA's

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PUBLIC (AASCU) study of 1983-84, 167 also participated in 1986-87. Data from those same 167 institutions were used in both the baseline year and the trend year. Of the 355 institutions which participated in CUPA'S PRIVATE study of 1983-84, 235 also participated in 1986-87. Data from those same 235 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of philosophy and religion faculty for both public and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1983-84 and 1986-87).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .41 for associate professor of philosophy and religion in the 1983-84 public study means that 41 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1983-84, PUBLIC 1986-87, PRIVATE 1983-84 and PRIVATE 1986-87. For example, a SALARY FACTOR of 0.94 for assistant professors in the discipline/major field of philosophy and religion in the 1983-84 public study means that their salaries are 6 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASS<sup>ST</sup> PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1983-84 or 1986-87). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 44 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1983-84 and the "trend year" of 1986-87 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF				ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
SALARY	NUM	N/IN		SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	
<u>PUBLIC, 1983-84:</u>																			
									PHILOSOPHY AND RELIGION										
AVERAGE																			
SALARY:	32184	146	66	26109	171	73	21203	95	54	18680	13	11	18234	9	9	26940	421	91	
FAC MIX																			
PCT:	0.35			0.41			0.23			0.03			0.02			1.00			
SALARY																			
FACTOR:	0.97			0.96			0.94			0.84			1.01			1.00			
ALL MAJOR FIELDS																			
AVERAGE																			
SALARY:	33110	11461		27117	11328		22634	10381		22154	1290		18126	3442		26895	36612	167	
FAC MIX																			
PCT:	0.31			0.31			0.28			0.04			0.09			1.00			
<u>PUBLIC, 1986-87:</u>																			
									PHILOSOPHY AND RELIGION										
AVERAGE																			
SALARY:	39695	212	80	31510	182	79	25369	124	65	23109	21	16	19553	5	5	33257	523	108	
FAC MIX																			
PCT:	0.41			0.35			0.24			0.04			0.01			1.00			
SALARY																			
FACTOR:	0.99			0.96			0.93			0.88			0.91			1.02			
ALL MAJOR FIELDS																			
AVERAGE																			
SALARY:	40113	13035		32782	11510		27174	10781		26216	1487		21478	3489		32670	38815	167	
FAC MIX																			
PCT:	0.34			0.30			0.28			0.04			0.09			1.00			
<u>PRIVATE, 1983-84:</u>																			
									PHILOSOPHY AND RELIGION										
AVERAGE																			
SALARY:	31366	444	158	25587	301	133	20472	271	113	19049	31	28	16573	45	35	26316	1061	201	
FAC MIX																			
PCT:	0.42			0.28			0.26			0.03			0.04			1.00			
SALARY																			
FACTOR:	0.92			0.97			0.94			0.89			0.94			0.99			
ALL MAJOR FIELDS																			
AVERAGE																			
SALARY:	34211	6450		26502	6767		21689	6900		21369	856		17673	1744		26553	21861	235	
FAC MIX																			
PCT:	0.30			0.31			0.32			0.04			0.08			1.00			
<u>PRIVATE, 1986-87:</u>																			
									PHILOSOPHY AND RELIGION										
AVERAGE																			
SALARY:	37224	470	175	29343	314	141	23760	284	120	22119	44	34	19428	43	35	30865	1111	208	
FAC MIX																			
PCT:	0.42			0.28			0.26			0.04			0.04			1.00			
SALARY																			
FACTOR:	0.92			0.94			0.93			0.88			0.93			0.98			
ALL MAJOR FIELDS																			
AVERAGE																			
SALARY:	40330	7187		31212	7199		25583	7269		25205	1173		20959	1637		31548	23292	235	
FAC MIX																			
PCT:	0.31			0.31			0.31			0.05			0.07			1.00			

## RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1983-84 AND 1986-87

In the PUBLIC 1983-84 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 91 of the 167 public (AASCU) institutions. The average salary of the 421 faculty was \$26,940. This average salary was approximately the same (1.00) as the average salary of \$26,895 for all 36,612 faculty in ALL MAJOR FIELDS in the 1983-84 public study.

In the PUBLIC 1986-87 salary study in the above table, the discipline/major field of philosophy and religion was reported in 108 of the same 167 public (AASCU) institutions. The average salary of the 523 faculty was \$33,257. This average salary was approximately 2 percent (1.02) higher than the average salary of \$32,670 for all 38,815 faculty in ALL MAJOR FIELDS in the 1986-87 public study.

The increase in average salaries for all faculty in philosophy and religion after three years in the public institutions studied was 23.4 percent (\$33,257 minus \$26,940 equals \$6,317). The CPI of increased cost-of-living between October 1983 and October 1986 was 9.2 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 14.2 percent or an average of 4.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 21.5 percent (\$32,670 minus \$26,895 equals \$5,775). In comparison to the discipline/major field of philosophy and religion (23.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.9 percent (23.4% minus 21.5% equals 1.9%) less than faculty in the discipline/major field of philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank

in both the public studies: 0.35 vs 0.23 (1983-84) and 0.41 vs 0.24 (1986-87), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 0.31 vs. 0.28 (1983-84) and 0.34 vs. 0.28 (1986-87), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to philosophy and religion in both of the public studies.

Finally, the hiring rate of new assistant professors in philosophy and religion was lower in the 1983-84 public study in comparison to that of ALL MAJOR FIELDS: 3.1 percent (13/421) vs. 3.5 percent (1,290/36,612), respectively. However, the hiring rate of new assistant professors in philosophy and religion in 1986-87 was higher than ALL MAJOR FIELDS: 4.0 percent (21/523) vs. 3.8 percent (1,487/38,815), respectively.

#### RESULTS OF THE TWO PRIVATE STUDIES, 1983-84 AND 1986-87

In the PRIVATE 1983-84 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 201 of the 235 private institutions. The average salary of the 1,061 faculty was \$26,316. This average salary was approximately 1 percent (0.99) lower than the average salary of \$26,553 for all 21,861 faculty in ALL MAJOR FIELDS in the 1983-84 private study.

In the PRIVATE 1986-87 salary study in the above table, the discipline/major field of philosophy and religion was reported in 208 of the same 235 private institutions. The average salary of the 1,111 faculty was \$30,865. This average salary was approximately 2 percent (0.98) lower than the average salary of \$31,548 for all 23,292 faculty in ALL MAJOR FIELDS in the 1986-87 private study.



The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 17.3 percent (\$30,865 minus \$26,316 equals \$4,549). The CPI of increased cost-of-living between October 1983 and October 1986 was 9.2 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.1 percent or 2.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 18.8 percent (\$31,548 minus \$26,553 equals \$4,995). In comparison to the discipline/major field of philosophy and religion (17.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.5 percent (18.8% minus 17.3% equals 1.5%) more than faculty in the discipline/major field of philosophy and religion.

In the discipline/major field of philosophy and religion, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.42 vs. 0.26 (1983-84), respectively; and 0.42 vs. 0.26 (1986-87), respectively. This is different from ALL MAJOR FIELDS for both private studies: 0.30 vs. 0.32 (1983-84), respectively; and 0.31 vs. 0.31 (1986-87), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to philosophy and religion in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1983-84, 2.9 percent (31/1,061) vs. 3.9 percent (856/21,861), respectively; and in 1986-87, 4.0 percent (44/1,111) vs. 5.0 percent (1,173/23,292), respectively.



### CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of philosophy and religion and compared that information with 43 other academic disciplines/major fields over a period of three years: the "baseline year" of 1983-84 through the "trend year" of 1986-87. Two studies, one for public (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,116 faculty in the discipline/major field of philosophy and religion participated and were included in the overall total of 120,580 faculty in all 44 disciplines/major fields in all four studies. The same 167 public (AASCU) institutions and the same 235 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of philosophy and religion is currently (1986-87) some 2 percent above in the public institutions and 2 percent below in the private institutions the overall average faculty salary of the other 43 disciplines/major fields. The average faculty salary for philosophy and religion in the private institutions was 1 percent less in comparison to that in the public institutions in 1983-84. The overall salary factor in the private institutions is now (1986-87) 4 percent less in comparison to that for the public institutions: 0.98 vs 1.02, respectively.

Second, the CPI of October 1986, in comparison to the CPI of October 1983, indicates that the faculty in philosophy and religion, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the philosophy and religion faculty salaries in the public institutions exceeded faculty in ALL MAJOR FIELDS during

this same period by 1.9 percent, whereas philosophy and religion faculty salaries in the private institutions lagged behind ALL MAJOR FIELDS by 1.5 percent. Philosophy and religion faculty in the private institutions have some catching up to do in salary in comparison to their colleagues in the public institutions and ALL MAJOR FIELDS.

Third, in the discipline/major field of philosophy and religion the full professor rank has a greater percentage compared to the assistant professor rank for both the public and private studies. The full professor rank appears to be increasing at a greater rate in the public institutions compared to the private institutions. It seems approximately the same percentage of new assistant professors are being hired in the private institutions in comparison to the public institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in philosophy and religion, and in other disciplines/major fields, on an annual basis.

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#### APPENDICES:

- 1) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- 2) LIST OF PUBLIC Participating Institutions, page 11
- 3) LIST OF PRIVATE Participating Institutions, page 13

## APPENDIX A.

### OVERALL LIST OF SELECTED DISCIPLINES

AGRIBUSINESS AND AGRICULTURAL PRODUCTION	LETTERS
ACCOUNTING	LIBRARY AND ARCHIVAL SCIENCES
ANTHROPOLOGY	LIFE SCIENCES
AREA AND ETHNIC STUDIES	MATHEMATICS
AUDIOLOGY AND SPEECH PATHOLOGY	MUSIC
BUSINESS & MANAGEMENT	MULTI-INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT	NURSING
BUSINESS ECONOMICS	PHILOSOPHY & RELIGION
CHEMISTRY	PHYSICAL EDUCATION
COMMUNICATION TECHNOLOGIES	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICS
COMPUTER & INFORMATION SCIENCES	POLITICAL SCIENCE
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
EDUCATION	SECRETARIAL AND RELATED PROGRAMS
EDUCATION ADMINISTRATION	SOCIAL SCIENCES
ENGINEERING	SOCIOLOGY
FINE ARTS	SPECIAL EDUCATION
FOREIGN LANGUAGES	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOGRAPHY	TEACHER EDUCATION, GENERAL PROGRAMS
GEOLOGICAL SCIENCES	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
	<u>TOTAL: 44</u>

## APPENDIX B.

### CUPA Public (AASCU) Faculty Salary-Trend Studies: 1983-84 and 1986-87

#### Institutions Participating in Both Studies:

Alabama State University (AL)  
Angelo State University (TX)  
Appalachian State University (NC)  
Arkansas State University (AR)  
Arkansas Tech University (AR)  
Auburn University at Montgomery (AL)  
Augusta College (GA)  
Austin Peay State University (TN)  
Ball State University (IN)  
Black Hills State College (SD)  
Bluefield State College (WV)  
California State University, Hayward (CA)  
California State University, Long Beach (CA)  
California University of Pennsylvania (PA)  
Castleton State College (VT)  
Cayey University College (PR)  
Central Connecticut State University (CT)  
Chadron State College (NE)  
Christopher Newport College (VA)  
Clarion University of Pennsylvania (PA)  
College of Staten Island, The (NY)  
College of the Virgin Islands at St. Croix (VI)  
College of the Virgin Islands at St. Thomas (VI)  
Columbus College (GA)  
Concord College (WV)  
Coppin State College (MD)  
Delta State University (MS)  
Dickinson State College (ND)  
East Central University (OK)  
East Tennessee State University (TN)  
East Texas State University at Texarkana (TX)  
Eastern Connecticut State University (CT)  
Eastern Montana College (MT)  
Edinboro University of Pennsylvania (PA)  
Fitchburg State College (MA)  
Florida Atlantic University (FL)  
Fort Hays State University (KS)  
Francis Marion College (SC)  
Frostburg State College (MD)  
George Mason University (VA)  
Georgia College (GA)  
Georgia Southern College (GA)  
Glenville State College (WV)  
Grambling State University (LA)  
Grand Valley State College (MI)  
Harris-Stowe State College (MO)  
Henderson State University (AR)

Idaho State University (ID)  
Illinois State University (IL)  
Indiana State University (IN)  
Jacksonville State University (AL)  
James Madison University (VA)  
John Jay College of Criminal Justice (NY)  
Keene State College (NH)  
Kennesaw College (GA)  
Lake Superior State College (MI)  
Lewis Clark State College (ID)  
Mansfield University (PA)  
Marshall University (WV)  
Mary Washington College (VA)  
Mayville State College (ND)  
Memphis State University (TN)  
Metropolitan State College (CO)  
Middle Tennessee State University (TN)  
Midwestern State University (TX)  
Millersville University (PA)  
Minot State College (ND)  
Mississippi University for Women (MS)  
Missouri Southern State College (MO)  
Missouri Western State College (MO)  
Montana College of Mineral Science and Technology (MT)  
Murray State University (KY)  
North Carolina Agricultural and Technical State University (NC)  
Northeast Louisiana University (LA)  
Northeast Missouri State University (MO)  
Northern Arizona University (AZ)  
Northern Illinois University (IL)  
Northern Kentucky University (KY)  
Northern State College (SD)  
Northwest Missouri State University (MO)  
Oakland University (MI)  
Old Dominion University (VA)  
Pan American University (TX)  
Peru State College (NE)  
Pittsburg State University (KS)  
Plymouth State College (NH)  
Radford University (VA)  
Saginaw Valley State College (MI)  
Salem State College (MA)  
Sangamon State University (IL)  
Shepherd College (WV)  
Shippensburg University (PA)

## Participating Institutions (continued):

Slippery Rock University (PA)	University of Wisconsin--La Crosse (WI)
South Dakota School of Mines & Technology (SD)	University of Wisconsin--Platteville (WI)
Southeast Missouri State University (MO)	University of Wisconsin--Stevens Point (WI)
Southeastern Louisiana University (LA)	University of Wisconsin--Superior (WI)
Southeastern Massachusetts University (MA)	University of Wisconsin--Oshkosh (WI)
Southern Arkansas University (AR)	Valdosta State College (GA)
Southern Oregon State College (OR)	Wayne State College (NE)
Southern Utah State College (UT)	Weber State College (UT)
Southwest Missouri State University (MO)	West Georgia College (GA)
Southwest State University (MN)	West Texas State University (TX)
Southwestern Oklahoma State University (OK)	West Virginia College of Graduate Studies (WV)
St. Cloud University (MN)	West Virginia Institute of Technology (WV)
State University of New York College at Brockport (NY)	Western Connecticut State University (CT)
State University of New York College at Buffalo (NY)	Western Illinois University (IL)
State University of New York College at Cortland (NY)	Western Kentucky University (KY)
State University of New York College at Fredonia (NY)	Western Michigan University (MI)
State University of New York College at Geneseo (NY)	Western New Mexico University (NM)
Stephen F. Austin State University (TX)	Western Oregon State College (OR)
Tennessee Technological University (TN)	Western State College of Colorado (CO)
Texas A&I University (TX)	Wichita State University, The (KS)
Texas A&M University at Galveston (TX)	William Paterson College of New Jersey (NJ)
Texas Woman's University (TX)	Winston-Salem State University (NC)
Towson State University (MD)	Youngstown State University (OH)
Troy State University (AL)	
University of Akron, The (OH)	
University of Central Arkansas (AR)	
University of Colorado at Colorado Springs (CO)	
University of Colorado at Denver (CO)	
University of Maine at Farmington (ME)	
University of Maine at Fort Kent (ME)	
University of Montevallo (AL)	
University of Nebraska at Omaha (NE)	
University of Nevada, Las Vegas (NV)	
University of North Carolina at Asheville (NC)	
University of North Carolina at Charlotte (NC)	
University of North Florida (FL)	
University of Northern Iowa (IA)	
University of Science and Arts of Oklahoma (OK)	
University of South Alabama, The (AL)	
University of South Carolina - Aiken (SC)	
University of South Carolina at Spartanburg (SC)	
University of Southern Colorado (CO)	
University of Southern Mississippi (MS)	
University of Southwestern Louisiana (LA)	
University of Tennessee at Chattanooga (TN)	
University of Tennessee at Martin, The (TN)	
University of Texas at Dallas, The (TX)	
University of Texas at San Antonio (TX)	
University of Texas at Tyler, The (TX)	
University of Texas of the Permian Basin (TX)	
University of Wisconsin--Eau Claire (WI)	
University of Wisconsin--Green Bay (WI)	

TOTAL: 167

## APPENDIX C.

### CUPA Private (AASCU) Faculty Salary-Trend Studies: 1983-84 and 1986-87

#### Institutions Participating in Both Studies:

Abilene Christian University (TX)	Cogswell Polytechnical College (CA)
Albertus Magnus College (CT)	College of Idaho, The (ID)
Albion College (MI)	College of Mount Saint Vincent (NY)
Alfred University (NY)	College of New Rochelle (NY)
Alma College (MI)	College of Notre Dame (CA)
American College, The (PA)	College of Saint Elizabeth (NJ)
American University, The (DC)	College of St. Scholastica (MN)
Anna Maria College (MA)	College of the Holy Cross (MA)
Aquinas College (MI)	College of Wooster, The (OH)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Augsburg College (MN)	Cooper Union for the Advancement of Science and Art, The (NY)
Aurora University (IL)	D'Youville College (NY)
Averett College (VA)	Defiance College, The (OH)
Avila College (MO)	Depaul University (IL)
Azusa Pacific University (CA)	DePauw University (IN)
Babson College (MA)	Dickinson College (PA)
Bard College (NY)	Doane College (NE)
Barnard College (NY)	Dordt College, Inc. (IA)
Barry University (FL)	Drake University (IA)
Beaver College (PA)	Drew University (NJ)
Bellarmino College (KY)	Eastern College (PA)
Benedictine College (KS)	Eckerd College (FL)
Bethune-Cookman College (FL)	Elmhurst College (IL)
Biola University (CA)	Emory & Henry College (VA)
Birmingham-Southern College (AL)	Erskine College (SC)
Bishop College (TX)	Ferrum College (VA)
Boston College (MA)	Findlay College (OH)
Boston University (MA)	Fontbonne College (MO)
Bradley University (IL)	Fordham University (NY)
Briar Cliff College (IA)	Franklin and Marshall College (PA)
Bridgewater College (VA)	Furman University (SC)
Bryant College (RI)	Gannon University (PA)
Bryn Mawr College (PA)	George Washington University, The (DC)
Bucknell University (PA)	Georgetown University (DC)
Butler University (IN)	Gonzaga University (WA)
Canisius College (NY)	Graceland College (IA)
Capital University (OH)	Greensboro College (NC)
Carroll College (MT)	Guilford College (NC)
Catawba College (NC)	Hamline University (MN)
Cedar Crest College (PA)	Hartwick College (NY)
Cedarville College (OH)	Hawaii Loa College (HI)
Centenary College (NJ)	Heidelberg College (OH)
Central College (IA)	Hood College (MD)
Central Wesleyan College (SC)	Hope College (MI)
Christian Brothers College (TN)	Huntington College (IN)
Clark University (MA)	



## Participating Institutions, continued:

Husson College (ME)	Norwich University (VT)
Huston-Tillotson College (TX)	Ohio Northern University (OH)
Illinois Benedictine College (IL)	Oklahoma Baptist University (OK)
Illinois College (IL)	Ottawa University (KS)
Immaculata College (PA)	Otterbein College (OH)
Iona College (NY)	Our Lady of the Holy Cross College (LA)
Ithaca College (NY)	Palm Beach Atlantic College (FL)
John Brown University (AR)	Parks College (MO)
John Carroll University (OH)	Pikeville College (KY)
Johns Hopkins University (MD)	Presbyterian College (SC)
Johnson C. Smith University (NC)	Queens College (NC)
Kansas Wesleyan (KS)	Quincy College (IL)
Kenyon College (OH)	Reed College (OR)
King's College (PA)	Regis College (MA)
La Roche College (PA)	Rider College (NJ)
Le Tourneau College (TX)	Ripon College (WI)
Lincoln Memorial University (TN)	Rockford College (IL)
Loyola College in Maryland (MD)	Rockhurst College (MO)
Lubbock Christian College (TX)	Sacred Heart College (NC)
Luther College (IA)	Saint John's University (MN)
Lycoming College (PA)	Saint Joseph College (CT)
Lynchburg College (VA)	Saint Joseph's College (IN)
Malone College (OH)	Saint Mary College (KS)
Manhattanville College (NY)	Saint Paul's College (VA)
Marist College (NY)	Saint Vincent College (PA)
Mary Baldwin College (VA)	Saint Xavier College (IL)
Marymount College (NY)	Salem Coll (NC)
Marymount Manhattan College (NY)	Salve Regina --The Newport College (RI)
Maryville College (TN)	Scarritt Graduate School (TN)
Marywood College (PA)	School of the Ozarks, The (MO)
Mercy College (NY)	Seattle University (WA)
Mercy College of Detroit (MI)	Seton Hill College (PA)
Meredith College (NC)	Siena College (NY)
Merrimack College (MA)	Siena Heights College (MI)
Millikin University (IL)	Simpson College (IA)
Molloy College (NY)	Sioux Falls College (SD)
Monmouth College (NJ)	Southern California College (CA)
Moravian College (PA)	Southern Methodist University (TX)
Morningside College (IA)	Southwestern College (KS)
Morris Brown College (GA)	Spalding University (KY)
Mount Mary College (WI)	Springfield College (MA)
Mount Marty College (SD)	St. Bonaventure University (NY)
Mount Saint Clare College (IA)	St. Francis College (NY)
Mount Saint Mary's College (MD)	St. Mary's University (TX)
Mount Vernon College (DC)	St. Norbert College (WI)
Muskingum College (OH)	Suffolk University (MA)
Nazareth College (MI)	Sweet Briar College (VA)
Nazareth College of Rochester (NY)	Syracuse University (NY)
Neumann College (PA)	Taylor University (IN)
North Central College (IL)	Texas Christian University (TX)
Northwestern College (IA)	Texas Lutheran College (TX)
Northwestern College (MN)	



Participating Institutions, continued:

Transylvania University (KY)  
Tri-State University (IN)  
Trinity College (DC)  
Trinity College (VT)  
Trinity University (TX)  
University of Dayton (OH)  
University of Dubuque, The (IA)  
University of La Verne (CA)  
University of Miami (FL)  
University of Portland (OR)  
University of San Diego (CA)  
University of Scranton (PA)  
University of the South, The (TN)  
University of Tulsa (OK)  
Ursuline College (OH)  
Valparaiso University (IN)  
Villa Maria College (PA)  
Virginia Union University (VA)  
Viterbo College (WI)  
Wabash College (IN)  
Wagner College (NY)  
Walsh College (OH)  
Warner Pacific College (OR)  
Washington and Jefferson College (PA)  
Washington and Lee University (VA)  
West Virginia Wesleyan College (WV)  
Western Maryland College (MD)  
Westmar College (IA)  
Westminster College of Salt Lake City (UT)  
Whitman College (WA)  
Whittier College (CA)  
Widener University (PA)  
William Jewell College (MO)  
William Marsh Rice University (TX)  
William Penn College (IA)  
Wilmington College (OH)  
Wilson College (PA)  
Wittenburg University (OH)  
York College of Pennsylvania (PA)

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